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TEAMSTER **CONVOY** **DISPATCH**

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VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Oct./Nov. 1995 #145

'Joining TDU Is the Important First Step'



I'll be at the TDU Convention in St. Louis, and I encourage other active Teamsters to make plans to attend. Last year I met Teamsters from all over the country, at every level of the union, who shared a vision of a strong, democratic Teamsters union that fights for the rights of all working people.

Without TDU it would be business as usual at Local 528. Through TDU we developed the skills and leadership team necessary to take back our local from the millionaires like Jerry Cook and other juniors. Joining TDU is the important first step to making sure our union works for the members.

TDU and the Carey administration have achieved historic reforms in the past several years. But if we sit on the sidelines now our union will go backwards, into the hands of the juniors who care more about their multiple salaries and pensions than they do about the members.

The next year will be critical to the future of our union. The TDU Convention will set our goals and direction for this important period. Don't miss it!

James P. McCleskey Jr.

Local 528 Secretary-Treasurer, Atlanta

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

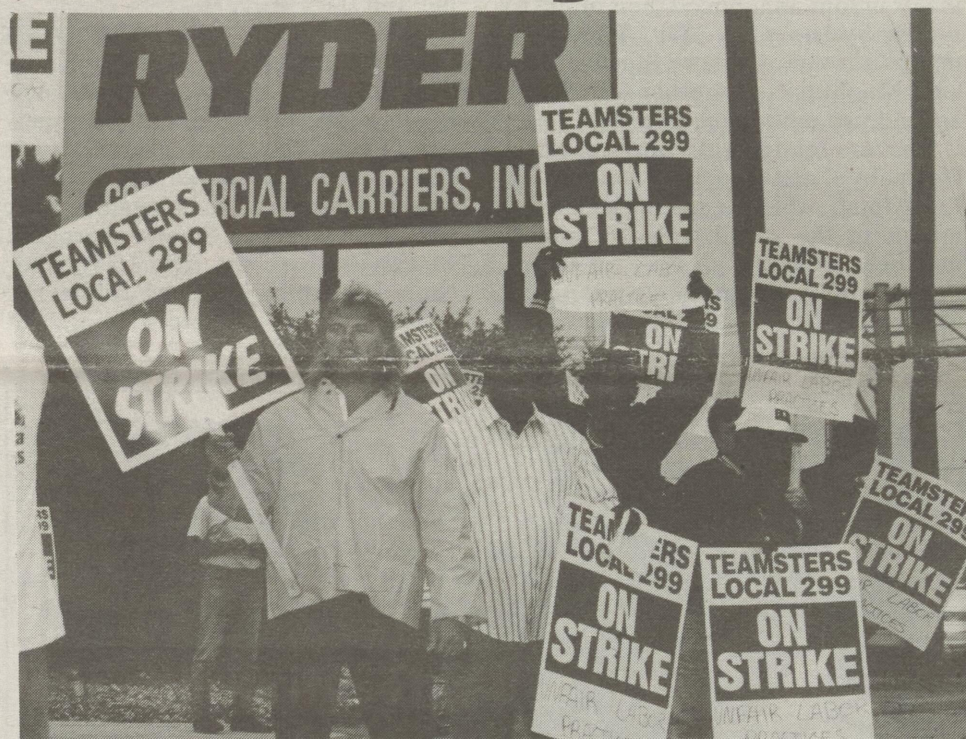
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Car haulers Strike Ryder



Car haulers picket Commercial Carriers in Detroit. The union called a selective strike against Ryder Systems because of its failure to bargain in good faith. See page 5.

104, 298!

That's the number of petition signatures handed in to the Election Officer by the Ron Carey Slate. All members of the slate had many more than the number of signatures required for accreditation. Hoffa Junior handed in 45,000 signatures, but most of his slate failed to become accredited. See page 8.

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

Overnite Slam Dunks NLRB in Congress

All manner of labor, workplace and environment laws are under threat by the current Congress. In one of the most flagrant examples of corporate political pressure, H. R. 2127 passed the House of Representatives just before Labor Day. This bill, if approved by the Senate and signed into law, would carve big cuts in the National Labor Relations Board (NLRB) budget. The NLRB is charged with enforcing the Nation's primary labor law, the National Labor Relations Act.

Overnite Transportation

This move has been orchestrated by Union Pacific's Overnite Transportation, Autoworkers, Steelworkers, Machinists

tion. Overnite is currently facing over 200 unfair labor practice charges and 40 NLRB complaints, all stemming from the ongoing Teamsters organizing drive. The NLRB was poised to issue a sweeping Section 10 (j) injunction against the company, but Overnite chose to settle the charges.

The transportation subcommittee proposes a 30 percent cut in the NLRB budget, which would close half the NLRB field offices, triple the backlog in unfair labor practice cases and increasing the median time to investigate a complaint from 30 days to six months. The NLRB's budget has already cut by a third since 1980. Near and dear to

Overnite was a change in NLRB procedure that four of five Board members must approve any Section 10 (j) injunctions. Considering that Clinton Administration appointees only hold three of the five seats, the chance that any Section 10 (j) injunctions would be filed in the future would be greatly diminished. UP lobbyists were deeply involved in the subcommittee deliberations that led to the rule change.

United Parcel Service

Another corporate giant well known to Teamsters is participating in the Congressional massacre of workplace laws. United Parcel Service lobbyists have "virtually wrote key sections," according to the *Washington Post*, of the bill gutting major sections of the Occupational Safety and Health Act (OSHA). UPS is the big winner in the OSHA violations category, with 2,786 violations cited and \$4.6 million in fines, more than any other company since OSHA was passed in the early 1970s.

Major Organizing Drive in NYC

Labor Day was the kick-off of a major new organizing drive in New York City. A wide cross-section of AFL-CIO affiliated unions are participating in generating organizer training, outreach to sectors of the community with low unionization rates and addressing the deterioration of health and safety standards in both unionized and nonunion workplaces.

The first targets of the initiative are retail stores and groceries in upper Manhattan. In many of these stores, wage and hour laws are routinely disregarded and employers do not pay their share of payroll taxes and Social Security withholding. A new organizers' school is being set up by the Central Labor Council and the Empire State College, with the first group of trainees to work with the United Food and Commercial Workers union on the grocery drive.

Labor Unions to Merge

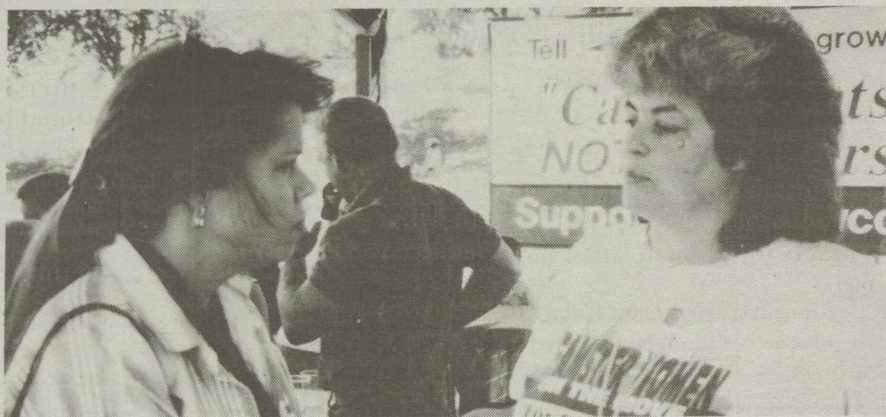
On July 27, the leaders of three major unions announced their intent to merge by the year 2000. The three unions, the Autoworkers, Steelworkers and Machinists, together represent around two million members.

The model for this unification is Germany's metalworkers federation, I.G. Metall, which is one of the largest unions in the world with 3.6 million members.

This announcement comes soon after a number of smaller mergers between needle trades unions; reporters

and communication workers; and rubber and steel workers.

Many questions still must be settled prior to unification. Structure, constitution, even the name of the new union must be worked out. One question of great concern is whether or not the new union leadership will be elected by convention delegate or rank and file vote. The Steelworkers and Machinists have the right to vote for their top union officers, while the Autoworkers leadership is chosen at union conventions.



I'll Be There

Kim Shanahan (left, with Diana Kilmury)
Local 856, National Car Rental
San Francisco

A friend of mine told me that she learned more in one day at a TDU Convention than she had in five years from her local. The days when the union could afford to keep the members at arm's length are over.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all international officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawwoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:

Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:

Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

Union Wins Major Legal Victory

NLRB To Continue Jurisdiction over UPS

For the last two years, National Labor Relations Board (NLRB) charges against UPS have been held up, consigned to a sort of legal limbo, because UPS filed a petition asking to be reclassified as an air carrier rather than a ground carrier. Their purpose? To be removed from the jurisdiction of the National Labor Relations Act and put under that of the Railway Labor Act (RLA). This would have afforded UPS many legal advantages and an upper hand against the union.

But the Teamsters have prevailed. In a unanimous 5-0 ruling the NLRB, after two years of litigation, has decided that it will retain jurisdiction over UPS.

In hailing the outcome, Teamster leaders warned that while the issue has been pending, a number of unfair labor practice charges have been put on hold at the NLRB. "The NLRB must now act on the backlog of cases affecting the rights of UPS employees," said Ken Hall, Teamsters Parcel and Small Package Division interim director. "The Board should stop UPS from illegally

More Questions than Answers

Thrift Plan to End

UPS is getting ready to dissolve the Thrift Plan and will offer, in its place, an opportunity for full-time Teamster employees to buy UPS stock. While this may provide a good return for those who want to invest in UPS stock (it has grown in value by about 15 percent a year in recent years), many Teamsters are suspicious of the plan.

It looks like an extension of Team Concept and an effort to get workers to identify their interests with the company and not with the union. (Although at some other Teamster companies, stock ownership by employees has not tended to undermine the union.)

UPS has so far refused to include part timers in the program. Once again, they are saying to part timers that they are less than a legitimate part of the company—merely something to

changing work conditions and unilaterally imposing a Team Concept program without negotiating with the union."

UPS has been arguing that they are primarily an air carrier and should be placed under the jurisdiction of the RLA. The RLA severely limits the right to strike. It imposes a series of compulsory mediations and allows for government imposed "cooling off periods" before a strike can be called. This seriously impedes the ability of a union to fight for a decent contract and gives management a tremendous advantage during negotiations.

While UPS is sure to appeal this decision, most probably all the way to the Supreme Court, the NLRB decision is compelling and a huge victory for the Teamsters UPS National Negotiating Committee.

"UPS failed in this brazen attempt to undermine workers' rights," General President Ron Carey said of the ruling. "We've proven what was quite obvious—a package company is not an airline."

be used up and discarded.

Many Teamsters are asking questions which remain unanswered. Some don't want to tie all their savings up in one stock, and would like to start an IRA (Individual Retirement Account) to move part or all of their savings into. This is complicated by the fact that taxes have already been paid on contributions into the Thrift Plan, but not on earnings. This means if the funds are simply withdrawn, there will be a tax penalty. Teamsters who have saved a large sum over the years face important decisions and not enough information or time to make them.

The International has demanded that UPS bargain over ending the Thrift Plan, which UPS failed to do. If UPS would bargain, perhaps these problems could be ironed out.

The Heat Is On

Philip Malia
Local 728, UPS steward
Atlanta

On Aug. 7 I filed a grievance against Article 18, section 20.3. The "Climatic Conditions Committee" has been in our contract since August 1990, and I feel they have done nothing to address the problem of heat in package cars.

We used to have fans in the cabs of package cars, but UPS had them removed. I am asking that fans be installed in the cabs of all package cars and that improvements be made in venting the package compartments.

I put a thermometer in my P-500 on July 26. The temperature in the back at noon was 102 degrees. At 1 p.m. it was 130 degrees in the rear of my truck. The record-breaking temperatures of

this summer are "extreme working conditions." I had everyone, full time and part time, co-sign my grievance in support. I cannot win this alone.

I ask that every steward in every center file a grievance under Article 18, section 20.3. Right now the heat is on us, but together we can put the heat on the Climatic Conditions Committee to get the problem solved.

I am sending an extra copy of my grievance to Ken Hall at the Parcel and Small Packages Division, 25 Louisiana Ave. N.W., Washington, D.C. 20001 for follow up, and ask all stewards to do likewise.

Thanks to TDU and *Convoy Dispatch* we have a way of sharing our problems and solving them. Solidarity works!

UPS & Downs

Gutting OSHA The UPS Way.

UPS is leading the corporate effort to gut OSHA. They've contributed over \$210,000 this year to congressional opponents of OSHA, more than any other corporation. The Ballenger Bill (H.R. 1834) will make compliance with workplace safety laws voluntary, restrict workplace inspections, eliminate fines for most safety law violations, prevent unions from filing complaints on behalf of their members, and stop OSHA from developing new regulations to prevent lifting and repetitive motion injuries.

Republican leaders often call the Ballenger bill "Dottie's bill," named after UPS lobbyist Dottie Strunk who coached Ballenger's staff every step of the way—often writing key sections of the bill for them. Cass Ballenger (R-NC) is the Republican leadership's "OSHA attack dog." The former plastic bag manufacturer has worked to cripple OSHA ever since OSHA inspectors first visited his factory. He spent last year raising money for candidates committed to gutting OSHA.

UPS's key allies include Dow Chemical, Ashland Oil, Tyson Foods, the National Association of Manufacturers, the National Retail Grocers Association and dozens of corporations that call themselves the "Coalition on Occupational Safety and Health."

UPS Gets Silly in Court ...

Illinois package car drivers are continuing to pursue their damages suit for off-the-clock overtime work. In response, UPS has staked out a couple of interesting positions.

UPS hired a psychologist who believes that the Illinois plaintiffs may be engaging in abnormal behavior by not recording actual lunch times on their time cards. What about the behavior of a company whose management requires employees to falsify their time cards? The paid-for psychologist was apparently not compensated to render a judgment on that matter.

UPS is arguing that "Illinois drivers are in-fact compensated for their claimed 'donated' time (skipping lunch) with daily bonus at a rate of time and one-half ..."

What about the overwhelming majority of drivers who skip all or part of their lunch breaks and fail to make bonus sufficient to fully compensate them for working through their lunch? And if everyone is being compensated for missed lunches, why not just pay employees on the basis of honest records of hours worked?

... And then Even Sillier.

Southern California TDU activist Dan Kane and six others were fired by UPS for filing a grievance. Fired for filing a grievance? Yep! Frustrated by being delayed every day while off the clock in order to pass through the employers' metal detector, sometimes repeatedly, the seven workers filed a group grievance asking for 15 minutes a week pay for the employer-mandated delay in leaving work. UPS not only denied the grievance, but fired the workers for trying to "defraud" the company out of the claimed 15 minutes pay.

Administrative Law Judge Joan Wieder, after many delays, ordered UPS to reinstate the employees with full back pay and benefits. What is remarkable about this case is the frivolous arguments UPS's attorneys resorted to in order to try to buttress their claim.

First they claimed that they were not covered by the National Labor Relations Act, but rather by the Railway Labor Act. Wrong! (See article this page). Then they argued that it was a violation for Kane to have solicited the grievance. Wrong! Then they argued that it was against company policy to file group grievances. Wrong! A company may have any policy it wants, but it can't supercede federal law.

UPS is expected to appeal the ruling, but upon what conceivable legal grounds is anybody's guess. When you have deep pockets like UPS the courtroom is your playground; but you still don't always win.

We say congratulations to Brother Kane and all involved for the tenacity to stick with this fight. Presently UPS owes hundreds of thousands of dollars in back pay and interest to the Teamsters involved, and the amount increases every day they delay.

Company Wins Arbitration on Part-Time Wage Progression.

In July an arbitrator ruled against the union and for management on the issue of part-timers' wage progression and increases. The union was seeking to get both wage increases and progression wage hikes for all part-time employees.

The contract interpretation that a part-timer gets the progression increase and then the additional amount to bring it up to the wage increase remains in effect.

Arbitrator Herbert Fishgold ruled that while both sides presented credible arguments as to the intent of the negotiated language, he found UPS's interpretation "more compelling."

FREIGHT NEWS

ABF-Carolina Merger

ABF's acquisition of Carolina and Red Arrow will lead to a strengthened national carrier that employs nearly 10,000 Teamsters, ABF claims. But it will also mean that over 2,000 Teamsters will, at least initially, lose their jobs.

This job loss projection is based in part on efficiencies achieved through the merger (consolidation of terminals, etc.) but more on an expected

loss of some of the freight presently hauled by Carolina.

If ABF continues to do well, many of those Teamsters can be recalled to work, but the recession in the LTL industry means that there is no guarantee of that.

Some job loss may be unavoidable. But ABF's proposed change of operations to combine the carriers follows through on the plan designed to divide

the workforce and undercut the contract.

The contract (Article 5) provides for dovetailing in mergers and buyouts, except in most of the supplements in the northeast part of the country, which provide for end-tailing in buyouts.

Instead of following the dovetail provisions that prevail in most of the country, management has come up with a complicated plan to dovetail only part of the Carolina Teamster workforce. This plan has been used by management to play one Teamster against another, and in many areas it has succeeded in creating divisions.

Atlanta Local 728 president Don Scott pointed out to his members that

Robert Young, the CEO of ABF, was the chairman of the TMI employers' bargaining group. If Young didn't like Article 5 of the contract, he should have proposed to change it last year. He didn't. Now both the union and the company should live by the contract.

The seniority and merger issues will be addressed at the change of operations hearing in Chicago on Sept. 14-15.

Meanwhile all Teamster members and officers should be working to build unity in the face of the continued squeeze on our jobs and corporate attempts to divide us. It's the corporations that are putting the hurt on us and our strength is in our own solidarity.

Rank & File Teamster on Grievance Panel

Improving Your Chance of Winning

Chuck Crawley
Local 988, NationsWay
Houston

Chuck Crawley is a driver for NationsWay in Houston Local 988 who also serves one week a month on the Southern Regional Multi-State Grievance Committee for freight. He was appointed earlier this year, and is one of the few rank and file Teamsters serving on such panels.

We asked brother Crawley to share some thoughts with fellow rank and file Teamsters on what Teamsters can do to improve their chances of winning.

In my experience so far on the grievance panel, I would say that many grievances are lost that could possibly be won. A couple of reasons come to mind.

First, grievances need to be factual in nature. Such things as times, dates, trailer numbers, and other pertinent information need to be provided.

If necessary this involves investigation by the grievant and fellow Teamsters, steward, and/or business agent. If a member simply relies on the

BA to find everything out or get statements and evidence, it may not get done. The BA, after all, represents hundreds of members and also cannot know the details of your situation as well as you do. In some cases he or she may lack the motivation or knowledge.

Sometimes at the panel we have BAs who simply read the grievance, and then the company comes up with evidence to shoot it down. The BA may have nothing to come back with on rebuttal, unless preparatory work has been done by members.

Grievances should be clear and concise, and stick to the point. Under our Southern Rules of Procedure, the grievance must specify the article or articles of the contract violated. A member can consult the steward or BA on this; not being a contract expert should not prevent you from filing a grievance.

Second, stewards and members should know the Rules of Procedure that apply to the particular grievance panel that covers them. I have made

continued on page 5

Protections Added to CF Change

CF's proposed change of operations has been approved, but only after the International union negotiated ten pages of protections which address many of the concerns members have raised. The outcome is the result of nearly two months of work.

Some of the protections put into the change include: all single-man drivers, bid and extra board, will be protected on a one-for-one basis when sleepers drop or pick in their primary lanes; so long as any driver is on layoff as a result of the change railing cannot be increased at any rail point, and rail miles shall be limited to 17.2 percent of total miles; primary lanes are protected, company may run reversals only to the extent permitted by contract; drivers in protected status under last year's change who transfer under this change carry with them their monetary guarantees against lay off; all CF Teamsters who are laid off now or in the future can use Article 5, Section 5 transfer rights before hiring off the street (Article 5, Section 5 rights are extended

nationwide); there is a one-year window period; nothing in the change will convert end-of-line terminals with a five day work-week to six or seven day work weeks.

Even the best of protections need to be backed up with strong enforcement, because we can expect CF to violate them if they can get away with it. CF proved that with their last change.

CF intends to conduct a bid on Sept. 27-28 and implement the change after Oct. 15. Affected members should get a copy of the change agreement.

At a meeting of the Teamster National Freight Industry Negotiating Committee, most felt the protections were the best that could be obtained. Even political opponents of Ron Carey commended the work. The alternative would be that CF downsize even more and without protections for Teamsters. However there are Teamsters so angry they wanted the union to deadlock it in any event, as well as some in the union who will blame Carey for the downsizing at CF and in the freight industry.

Freight Lines

Roadway Spins off Roadway.

Roadway Services, Inc, announced in August it would spin-off its largest subsidiary, Roadway Express. Roadway Services will retain RPS, Viking, Cole Express, Central Freight Lines, Spartan, Roberts Express, Roadway Logistics and Roadway Global Air, all of which are nonunion.

Roadway Express will now be a stand-alone corporation. It is debt free, unlike most of its competition.

Roadway Express is expected to announce a "restructuring" soon, which will involve some terminal closings, as the recession in the LTL industry continues.

Members Say No to Silver Eagle.

On Sept. 10 Teamsters voted "No" on concessions demanded by Silver Eagle, a regional freight company operating in the Northwest. The vote was 177-106 against the company's offer, although the leadership of the largest union, Seattle Local 741, refused to take any stand on the concessionary deal.

Silver Eagle, which is not covered by the NMFA, had first demanded a number of concessions, including a two-tier deal. The recent rejection came on an offer that was improved but still included a wage freeze, giving up working conditions and over-time work, and the possibility of subcontracting road work.

Overnite Organizing.

The IBT held a meeting in September of local unions that have won bargaining rights at Overnite Transportation to begin to coordinate a long-term approach to organizing and bargaining. A committee with representatives from 14 locals will continue to meet.

'Intentional Infliction of Distress.'

The U.S. Court of Appeals in Atlanta has awarded \$133,000 to Jesse Lightning, a former Teamster employee of Roadway Express in Atlanta, for intentional infliction of emotional distress. The court found that Roadway's supervisors repeatedly swore at Lightning, called him names, photographed him, called him at home to tell him to resign and even spat on him.

The court noted that once, after being "chewed out" repeatedly, Lightning had to be hospitalized, and Roadway sent him a registered letter to the hospital charging him with failing to wear the proper shoes.

The case is unusual in that the court rejected Roadway's claim that state workers comp laws and federal labor law pre-empted Lightning's claim of punitive damages.

Got Something to Hide?

An internal management memo at the CF terminal in Pocono, Pa., reminds managers that "OSHA has become very active in inspecting facilities in our industry. I believe they are trying to justify their existence ... do not allow him or her to inspect anything or any area unless they produce a warrant." The trucking industry is heavily backing the move in Congress to gut OSHA's already weak funding. If companies provided a safe work environment, they wouldn't have anything to hide.

CARHAUL NEWS

Carhaulers Strike Ryder

On Thursday morning, Sept. 7, over 5,000 Teamster carhaulers went on strike against the largest carrier in the industry, Ryder Systems. Picket lines went up at Ryder's subsidiaries: Commercial Carriers, F.J. Boutell, and Transport Support.

The unfair labor practices strike was called after Ryder and several other employers refused to provide information needed for bargaining, and when Ryder management apparently broke ranks with the employers' bargaining group.

The employers were looking at a strike deadline after Labor Day and started to pull their concessionary demands off the table and talk about the union's demands. It was then that Ryder became the hard-line renegade and the union called the selective strike against them.

The contract, which covers 15,000

Teamsters at 27 carriers, expired on May 21. In June bargaining broke off when the employers insisted on a "final offer" of a concessionary package. Carhaulers voted by 95 percent against the offer, with over 80 percent voting.

Rather than strike in midsummer, the union waited till 1996 models were rolling off the assembly lines to maximize bargaining power. After just one week of the strike some assembly plants are already filling their lots and may have to curtail production if the strike is not settled. Rail yards and port lots are filling up, too. General Motors is offering a "bounty" to dealers to try to drive cars out from plants. Dealers are crying about the situation because soon they won't have much to sell.

Ryder hauls 60 percent of GM's output, as well as some traffic from Chrysler, Ford and imports.

Issue Remains Job Security

The issue of job security is at the heart of the dispute. The carriers want to roll back our job protection language, while the union insists on strengthening it.

The employers also had demands on the table to freeze backhaul rates for the life of a new agreement, and to institute reduced wages for new hires.

Selective Strike

The targeted strike against Ryder, like delaying the bargaining deadline till the 1996 models appeared, raised questions among Teamsters. The strategy is aimed at maximizing the impact on the strike target, Ryder, and also against GM, which is behind the drive to lower labor costs and promote double-breasted, nonunion haulers. They are the ones calling the shots in the industry.

The International has put out several informational bulletins to address members' questions concerning the strategy. Maximum unity of all carhaulers is needed to win the struggle. As we go to press the strike is just one week old and no bargaining has taken place yet.

Ryder is still playing "Mr. Nice Guy," with management even bringing out coffee to pickets at some terminals.

IBT Carhaul Hotline

1-800-428-8180

For up-to-date news about the strike!

Recorded message is updated daily after 6 p.m.

Call TDU for information and to report activity in your area: (313) 842-2600

Improving Your Chance of Winning at the Panel

continued from page 4

hundreds of copies of the Rules for the Southern Regional Panel and make them as widely available as possible. I see that as part of my job. How can you win the game if you don't know the rules?

For example, signed statements by witnesses are often important. In our particular rules in the South (and this is different from some panels), statements from Teamster members or management personnel do not have to be notarized. But they should be clear, concise, legible, and signed. Ideally they present the facts clearly that back your case.

Also, a particular rule we have in the Southern Panel is that for certain statements or evidence, especially from outside parties, both the company and the union have a right to be present when the statement is taken, or similar access to it.

Recently we had a case where this rule benefitted a discharged Teamster.

The employer had a video tape of a driver who was off on OJI which showed him doing some work that they claimed proved he was abusing his OJI. They fired the man. The BA was smart enough to ask for a copy of that video tape prior to the hearing, so he could take it to the man's doctor to get an opinion on it. The company let the BA watch the tape, but refused him a copy.

As chair of that particular hearing, I ruled that the tape was improper evidence which could not be introduced. The panel agreed, and the man was put back to work. It's an example of the importance of knowing and using the rules on how your particular panel operates.

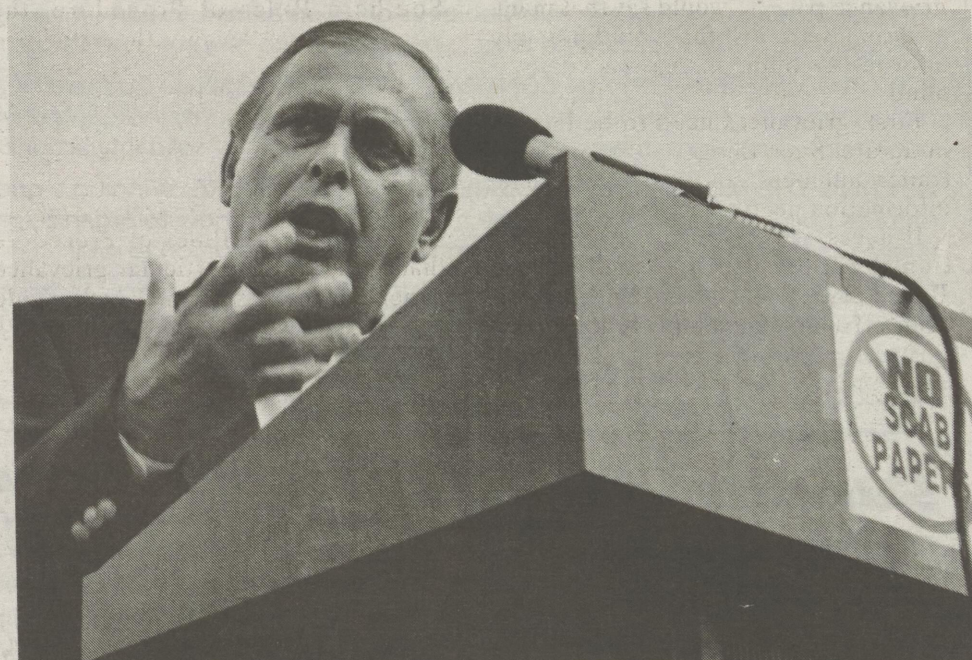
I think we need more grievance training in our Southern locals for members and stewards. Some locals are doing this, but more need to. When members and stewards understand the procedure, the chances of winning go up dramatically, and our union becomes stronger.

I'll Be There

Willie Hardy
Local 667, Roadway
Memphis

Much is happening in the freight industry. So much in fact, that if you don't stay on top of things you will be lost in short order. There is no better place than the TDU Convention to learn how to defend ourselves against the employer and get organized to protect our future and that of our families.

I will be in St. Louis in October not just to learn, but to have some input, too. I hope you will be there, too.



Carey Addresses Detroit Strike Rally

On Saturday, Sept. 2, 5,000 people from around the Midwest attended a rally near Detroit in support of striking newspaper workers. The rally was followed by a march and mass picketing at the Detroit Newspaper Agency's suburban Detroit printing plant.

Carey was joined by top leaders of the labor movement, including candidates for top AFL-CIO office. AFL-CIO President Tom Donahue spoke, as well as rival candidate, John Sweeney, president of the Service Employees International Union. Other AFL-CIO leaders present were Richard Trumka of the Miners, Steve Yokich of the

United Auto Workers, Stewart Acuff of the Atlanta Central Labor Council and others.

Midway through the rally, speeches were cut short, as the crowd was informed that picketers at the plant were being pepper gassed by police. Observers at the picket line said that the sight of thousands of unionists marching towards the plant brought tears to the eyes of some strikers.

The weekend's events included a larger than usual march and rally on Labor Day in downtown Detroit. For more information on the Detroit strike, see page 12.

Friday Schedule

Registration 11 a.m. - 5 p.m.
Workshops 1 p.m. - 3 p.m.
Coffee Break 3 p.m. - 3:30 p.m.
Workshops 3:30 p.m. - 5:30 p.m.
Reception with Diamond Walnut Strikers 5:30 p.m. - 6:30 p.m.
Dinner 7 p.m. - 8 p.m.
Dinner Program 8 p.m. - 9 p.m.
 Chair: Diana Kilmury, IBT Vice President
 Speaker: Ron Carey, IBT General President
Reception and Cash Bar 9 p.m. - midnight

FRIDAY WORKSHOPS

YOUR RIGHTS IN THE DELEGATE AND NATIONAL ELECTIONS. Get answers to the most commonly asked questions about campaigning in the delegate and national elections. Review the timeline of events, rules on access to employer parking lots, how to file pre-election protests and more. Experienced attorneys and experts from the 1991 election will address your concerns as a delegate candidate and Carey campaigner in 1996.

THE 1996 IBT CONVENTION. Delegates will debate issues confronting our union such as financing our strike fund and protecting our right to vote along with staving off old guard attempts to take our union backwards. Delegates from 1991 will relate their experiences.

UNDERSTANDING OUR UNION'S STRUCTURE. What are the different levels of power and influence in the IBT and how do they function? Learn about the relationship between local unions, joint councils, and the International on grievances, elections, organizing and more, and how we can make it work for us.

RUNNING FOR DELEGATE: STRATEGIES TO WIN. Get your TDU Tool Kit on how to run a successful campaign for IBT Convention delegate. Hear from successful candidates in the 1991 delegate elections and help develop the strategies and tactics to win again in 1996.

TEAMSTER REFORM: THE NEXT STEPS. We stand at the cusp of moving our union forward faster than ever. How do we "finish the job" and where do we go from there? TDU activists will discuss how we can develop strategies to continue rebuilding our union from the bottom up in this new situation.

INVOLVING MEMBERS IN LOCAL UNION PROGRAMS. You have ambitious plans for organizing, education, and political action programs. But how do you get members involved? Discuss strategies with experienced union leaders on how to build a stronger local union.

SATURDAY WORKSHOPS

RUNNING FOR DELEGATE: STRATEGIES TO WIN. (Repeated from Friday.)

USING THE ETHICAL PRACTICES COMMITTEE (EPC). What is the IBT EPC, and how does it work? How complaints are filed, investigated and the hearing process.

LEGAL RIGHTS OF UNION STEWARDS. Hear from an experienced labor attorney about your rights under the Weingarten rule, a steward's rights in investigating grievances, and using NLRB protections from company-imposed unilateral contract changes.

PRODUCING LITERATURE AND NEWSLETTERS. Whether it's an election or contract campaign, union meeting or TDU meeting, good literature and fliers are a key component of getting people involved. Fred Solowey, former editor of the *Teamster* magazine, will teach people how to make an eye-catching, effective piece of literature.

PREPARING FOR UNION OFFICE: LOCAL UNION ADMINISTRATION AND FINANCES. Discussion of the nuts and bolts of union administration, finances, staffing, and structure. Getting organized to get your local union programs off the ground.

PUTTING MEMBERS FIRST IN CONTRACT NEGOTIATIONS. Experienced leaders will discuss ways to get members involved in contract negotiations, including developing one-to-one campaigns, membership surveys, and shop floor solidarity actions.

GETTING THE MOST FROM THE GRIEVANCE PROCEDURE. Winning a grievance requires building solidarity among the membership. Learn how to organize on the shop floor to put pressure on the company and if necessary the union to win.

WHERE IS THE LABOR MOVEMENT GOING? The AFL-CIO is facing its first contested election. Both sides are pledging new directions to revitalize labor. What are the issues, and what does it mean for labor?

Saturday Schedule

Registration 8 a.m. - 10 a.m.
General Session 9:30 - noon
 Chair: Michael Savvoir, Local 41, Kansas City
 Speakers: Panel of Teamster activists
 Organizer's Report: The Future of the Teamsters, Ken Paff, TDU National Organizer
 Nominations for International Steering Committee (ISC)
Lunch Noon - 1 p.m.
Workshops 1 p.m. - 3 p.m.
Coffee Break 3 p.m. - 3:30 p.m.
General Session 3:30 p.m. - 5:30 p.m.
 Chair: Dan Campbell, Local 657, San Antonio
 Financial Reports
 Seminar with Election Officer Barbara Zack Quindel
 Building the Campaign
Special Events and Cocktail Hour 5:30 p.m. - 7 p.m.
 Reception with members of Ron Carey Slate
 Voting for International Steering Committee
Banquet 7:30 p.m. - 10 p.m.
 Speaker: Bill Slater, Local 315, Martinez, Calif.
Reception and Cash Bar 9 p.m. - midnight
Voting for ISC 10 p.m. - 11 p.m.

Sunday Schedule

Jurisdictional Meetings 9 a.m. - 11 a.m.

Carhaul
 Freight
 UPS
 Grocery and Warehousing
 Local Contracts
 Public and Service Sector
 Spouse Meeting

Lunch 11 a.m. - noon

Workshops noon - 2 p.m.

Closing Session 2 p.m. - 3 p.m.

Chair: Joe Fahey, Local 912, Watsonville, Calif.
 Introduction of ISC
 Election of TDU Officers
 Amendments to TDU Constitution

SUNDAY WORKSHOPS

A STRONG UNION INVOLVES EVERYONE. The Women and People of Color Committee will report on the first-ever Teamsters Civil Rights Conference and discuss ways to increase participation by Teamster women and minorities in our union and the upcoming campaigns.

DON'T WHINE, ORGANIZE: BUILDING FROM THE BOTTOM IN YOUR LOCAL UNION. How do you organize to become a real force for reform in your local union? This is a workshop for newcomers and old hands alike. As the political situation in our union shifts, we need to develop new strategies to build TDU at the local level.

PENSION RIGHTS AND REFORM. Can we get new trustees? How can we reform our pension plans? How are benefits determined? Information on these and other pension and health and welfare issues.

IBT TRUSTEESHIPS AND THE REFORM MOVEMENT. Over 45 locals have been put into trusteeship since Ron Carey took office in 1992. When and why do they happen? Once a trusteeship is imposed learn how the rank and file can work to rebuild the union from the bottom up by increasing membership involvement.

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP. Local leaders will share ideas on strategic planning and building an organizing model of unionism in your local that can overcome apathy and get your local on the path to revitalizing the labor movement from the bottom up.

BUILDING A RANK AND FILE CAMPAIGN IN '96. In 1991 we were part of organizing a campaign unlike anything the labor movement had ever seen. Veterans from the 1991 campaign will discuss the nuts and bolts of forming a Ron Carey committee in your area, organizing phonebanking, doing outreach, and more.

YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION. A survey of labor law and Teamster rules by an expert, from the viewpoint of Teamster members. Also a look at current legal controversies.

20th Annual

TDU Rank & File Convention

**Plan Now to Attend
the Most Important
Teamster Event
of the Year!**

**Oct. 13-15
Henry VIII
Hotel
St. Louis**

I'll Be There

Lucio Reyes
Local 601 Secretary-Treasurer
Stockton, Calif.

The Local 601 Pride and Dignity Slate swept to victory in the first contested delegate election in the nation. The members voted over two and a half to one to send delegates committed to the Ron Carey Slate and continued reform to the IBT Convention in Philadelphia.

Our slate will go to Philadelphia to fight for reform, but our first stop will be the TDU Convention in St. Louis. At the convention we will share our experiences with others who will be running for delegate, learn from those who were delegates to the 1991 IBT Convention, and discuss strategies with active Teamsters committed to reform.

If you are concerned about the future of our union, plan now to attend the TDU Convention in October.



Convention Information

PLACE: Henry VIII Hotel, 4690 N. Lindbergh, St. Louis. All sessions will take place in the hotel.

The hotel is located five minutes from Lambert International Airport.

Hotel features include jogging trail, sauna, whirlpool and indoor swimming pool. Shuttle service is available to nearby attractions. All guest rooms include refrigerators.

Use the form at right to reserve guest rooms through TDU at our special group rate.

TIME: The convention will begin at 1 p.m. on Friday, Oct. 13 and close at 3 p.m. on Sunday.

TRANSPORTATION: Free 24-hour shuttle service between the airport and Henry VIII Hotel. Follow signs to ground transportation and use Henry VIII courtesy phone to call for pick up.

If driving, the hotel is located on Lindbergh (U.S. 67), one-half mile north of I-70 and one mile south of I-270. Ample free parking.

CHILDCARE will be arranged if needed for a small fee, but you must contact the TDU office no later than Sept. 25.

QUESTIONS? Call TDU at (313) 842-2600.

TDU Rank & File Convention, Oct. 13-15

REGISTER NOW!

Postmark your registration no later than Sept. 25 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$67 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$150 x _____ = _____

Sat. & Sun. \$105 x _____ = _____

Sat. only \$75 x _____ = _____

Total Registration Cost = _____

____ Single room

____ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$67 = **Housing Cost = _____**

☐ \$35—one year membership

☐ \$85—three year membership

☐ \$20—spouses, retirees and Teamsters grossing less than \$17,000 per year

Membership cost = _____

TOTAL COSTS = _____

____ \$10 if postmarked by Sept. 25 (\$5 if one day)

____ \$10 travel over 500 miles one way

____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

INSIDE OUR UNION

While Hoffa's Running Mates Fail

Carey Slate Petition Tops 100,000

The Ron Carey Slate presented the Election Officer (EO) with petitions containing 104,298 names to become accredited candidates on Aug. 31. The signatures were collected in just three weeks by over 1,000 Teamster volunteers.

James Hoffa Junior turned in 45,000 the day before and also became an accredited candidate for Teamster president. However, his key running mates circulated petitions but failed to gain enough to present to the EO.

The Carey Slate obtained three times the number of signatures needed, with strong support in all five of the regions designated for election of vice presidents. The impressive showing exceeded all expectations. Thanks for the success goes to committed activists, including hundreds of TDU members, as

well as the candidates on the slate.

Carey is set to formally launch his campaign on Sept. 17 at a rally and press conference in New York City.

Hoffa Allies Fail

Meanwhile, all of Hoffa's running mates in the United States failed the first test of their campaign when they could not gather enough signatures by the Aug. 31 deadline.

- Billy Hogan Jr., the number two man on Hoffa's ticket, failed.
- Larry Brennan, Hoffa's benefactor who created a "job" for Junior to make him eligible to run, failed.
- Chuck Mack of Oakland, Calif., Phil Young of Kansas City, Jim Santangelo of Los Angeles and Jon Rabine of Seattle all solicited petition support from members and failed.

Accreditation is a pre-nomination process provided for in the Election Rules. Accredited candidates gain space to publish campaign materials in certain issues of the *Teamster* magazine, and access to the IBT membership list for campaign purposes.

The candidates who failed will have a second chance to try to get enough support from members on petitions by the second deadline of Dec. 31, 1995, and they can be nominated at the IBT Convention next July.

Meanwhile, they will not be given space to campaign in the Oct.-Nov. *Teamster* magazine, and have demonstrated a lack of support in the early stages of the campaign. The failure exposed some divisions in the old guard camp, as Hoffa did not lift a finger to help his running mates.

Hoffa's Running Mate Demands More Multiple Pensions

At their August meeting, Teamster officials in the Ohio Conference of Teamsters accused Ron Carey of "bleeding IBT dollars through misdirection and/or careless use of IBT

funds."

Their solution? Unfreeze the Teamster Affiliates Pension Plan (TAPP) and spend some \$16 million per year of members' dues money on a

multiple pension plan for Teamster officials!

Les Singer, president of Toledo Local 20 and candidate for vice president on the Hoffa Slate, led a vast majority of delegates in passing a resolution committing themselves to more pork. The resolution urges Ohio officials to commit "to writing and calling the IBT imploring them to reward the men and women who have dedicated their lives ... to the Teamster movement and that payment of premiums into the Teamster Affiliates Pension Fund be reinstated."

'Commitment to Labor'

Seems some Teamster officials in the Ohio Conference think they deserve more because of their tireless efforts and "commitment to labor." In fact, they state "in most instances an '8 to 5' job is unheard of by Teamster personnel, and ten to twelve to fourteen hour days are the norm." What's good enough for the hard-working Teamster with a twelve-hour day just isn't good enough for Les Singer. And he wants you to pay the freight for his pork.

Ron Carey and the GEB froze payments to the Affiliates Pension Plan in December 1994, saving millions of dollars in the IBT treasury. These funds are being used for organizing, education and to restart a strike benefit of \$55 per week.

1996 IBT Convention Crucial

Hoffa and his running mates seem to have other priorities for our union. There are 39 local unions in Ohio with a total of 89 delegates to the 1996 IBT Convention. At that convention these same local officers will try to restore their multiple salaries by bringing back the area conferences. If you're interested in running for delegate in your local contact TDU at (313) 842-2600.



Lorelei Anderson
Local 705, Chicago
Candidate for International Vice President
Central Region

Lorelei Anderson was born, raised, and educated in the Chicagoland area. For 17 years she worked at United Parcel Service as a part-time loader, unloader, and clerk.

Anderson served as a steward, and in April of 1995 was elected a Business Representative by the 14,000 Teamsters of Local 705. As a Teamster fresh from the rank and file, she will bring new energy and commitment to the highest levels of the Teamsters.

"I think I can represent those Teamsters who feel they've been forgotten. I intend to bring pride and strength to the members and to our union. I'm proud to be a part of the Ron Carey Team."

Lorelei will be at the TDU Rank & File Convention in St. Louis, Oct. 13-15, so members across the country will have a chance to meet her.

The Nose Knows

Can Hoffa Ever Tell the Truth?

On Aug. 30, Hoffa's PR firm issued a press release stating Hoffa had turned in 45,000 signatures to accredit his candidacy to the Election Officer (EO). Keep in mind once these signatures are delivered, the EO takes possession and no more can be added to them.

The next day, Hoffa stated on the Larry King television show that he had delivered 55,000. Somehow, the petitions stored inside the offices of the EO were growing!

Then a Sept. 5 "Hoffagram" claimed that he had turned in 70,000! Now these petitions held by the EO had miraculously nearly doubled!

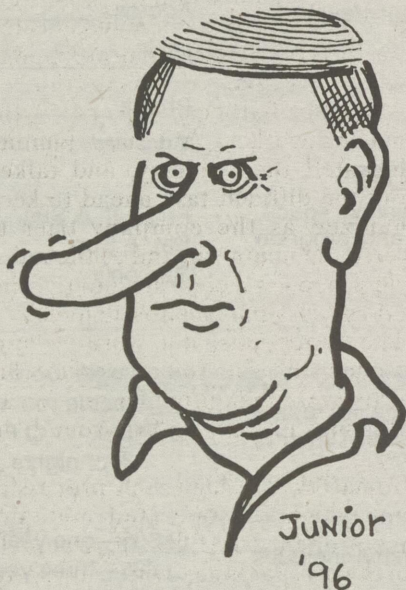
Hoffa also claimed on TV and in the "Hoffagram" that he collected these signatures in "four weeks." Actually he began at least 11 weeks prior to Aug. 30; for example, on June 17 he personally petitioned in Springfield, Mo.

It appears that when the Ron Carey Slate, after three weeks of petitioning, delivered 104,298 signatures on Aug. 31 to the EO, Hoffa decided to lie. Can the man ever tell the truth?

Hoffa Watch

A new publication series has been launched with the purpose of bringing to light documented information concerning the candidacy of James Hoffa Junior and those behind him. If interested in obtaining a sample edition, contact the TDU office.

"The Nose Knows" is dedicated to countering falsehoods by Junior Hoffa with documented facts, so that Teamster members will be able to cast an informed vote. If you have information for this column, contact our office.



Campaign Stickers Available

Campaign stickers for the Ron Carey Slate, both round as shown above and bumper stickers, are available from the Ron Carey Campaign Committee, P.O. Box 77067, Washington, D.C. 20013, phone (202) 393-8197.

TDU, LOCAL UNION NEWS

Car Giveaways on Hold in Local 251

Jim Jacob
Local 251, TNT Red Star
Providence, R.I.

We're living in a new era for the Teamsters union. Many local leaders have allied with the Carey administration and are working with the International to rebuild our union. In Providence, R.I., Local 251 we're seeing just that.

Yet, our local leaders seem to be having a hard time shedding themselves of some old habits. I hope this is not a trend in our union.

In July of this year, our principal officer, Gerald Blinkhorn, retired from the union after nearly 30 years of service. After taking the oath of office, his replacement, Stu Mundy, allowed Blinkhorn to walk out the door of the union hall with a one-year old Cadillac with a book value of over \$40,000 to go with his multiple pensions and a generous severance package.

Two other officers have announced their intention to retire when their term expires at the end of this year. They too could drive away in union-

owned Caddies with severance packages. The total cost of this great giveaway approaches \$200,000, bought and paid for by the hard-working, dues-paying members in our local. All of this in a local that, by their own accounts, is not in the best financial condition. All of this approved without a membership vote.

After charges were filed by a Local 251 member, the Ethical Practices Committee investigated and has informed Mundy that Blinkhorn's car must be returned to the local immediately and any giving of cars to retiring officers must be put to a membership vote. That such a vote would even come before the membership is ludicrous and would rekindle all the old habits of the previous administration.

These people were well compensated during their terms of service. They're retiring with a generous monetary package. We're not throwing them in the poorhouse. Most Teamsters retire with one pension and maybe a "thank you" after 30 years of

back-breaking service.

Brother Mundy has said it's a new day and things are going to change in the local. What better chance to show by action and not just words that this is going to be a new and better administration?

So, Brother Mundy has his options: stay loyal to his benefactors or loyal to the membership; bring the giveaways to a vote with his unofficial blessings or let the issue die and make a stand for taking our union in a new direction.

Whatever he decides we're prepared to mobilize and organize to turn back this raiding of our local treasury. And for the long term we're ready to move this union forward with the program Ron Carey brought to us in 1992. No more multiple pensions. No more unbridled perks and privileges at the members' expense. No more feeding at the trough.

Let's be clear on one thing—this is not an issue of politics, it's an issue of putting the members first. Old habits must die.



Corporate Campaign Targets Nabisco

Scott Dennison
Local 186 Secretary-Treasurer
Ventura, Calif.

Over the last four weeks, over 300 Teamsters, many of whom are employed at Nabisco, Inc., have participated in a rally, march and prayer vigil outside the Nabisco plant in Oxnard, Calif. Teamsters have also taken their cause to City Hall to protest Nabisco's decision to move approximately 150 jobs to the East Coast.

Nabisco produces the world's supply of Grey Poupon Mustard along with A-1 Steak Sauce, vinegar and Ortega Chilis at the Oxnard facility. It is said to be Nabisco's most profitable facility in the United States.

Last year members employed at Nabisco filed charges with the Equal Employment Opportunity Commission (EEOC) because they were not allowed to use the rest rooms when needed, causing them both physical and emotional suffering. Many members feel the decision to move is a direct response to the EEOC charges.

Teamster General President Ron Carey has provided Local 186 with the resources of the IBT Corporate Campaign Office, which includes Ron Carver and Paul Macchello. Watsonville, Calif., Local 912 president and IBT representative Joe Fahey has spearheaded the campaign on the West Coast.

Trustees Hear Voice of Rank and File

Announce Extended Retiree Health Coverage for Spouses

The Central States Health and Welfare Fund trustees say they've "heard from you and your union leaders." Accordingly they have taken a step in the right direction on health coverage for the spouses of retired Teamsters.

Currently, a spouse becomes ineligible for retiree health coverage once the Teamster participant turns 65 and thus is eligible for Medicare. This has placed an extreme burden on retired Teamsters who have had to pay the current contribution rate of over \$100 per week to provide continued health coverage for their spouses.

Now, the trustees have announced that retired Teamsters who reach their 65th birthday can continue retiree health benefit coverage for their spouses at the established rate of \$50 per month for a period up to three

years. The only requirements are that you must have reached age 65 after April 1, 1994, you were covered under the retiree health plan prior to turning 65, and your spouse is under age 65.

TDU considers this a step in the right direction. But it is just a beginning. Fundamental improvements in other areas of retiree benefits are still needed, such as the COLA demands of the Teamster retirees who picketed outside the Pension Fund building last May.

Providing affordable benefits to fixed-income Teamsters is important. So, too, is providing a benefit that pays the food and rent for our older brothers and sisters living on \$500 and less in monthly pensions. The fight for pension reform and accountable trustees carries on.

Teamster Organizing Successes

Two important organizing victories were won in recent weeks. IBT organizers provided us with these reports from the front lines.

Teamster Victory at Toma-Tek

On Aug. 31 workers at the Toma-Tek tomato processing plant in Firebaugh, Calif., voted by the narrow margin of 254-251 to organize into the Teamsters union. The victory is an important step in the fight to bring union protection to all cannery workers.

At a union barbecue on Sept. 10, the Toma-Tek workers and their families celebrated their victory, and talked about the difficult task ahead to keep organized as the company tries to reverse the union win and as the union struggles to get a contract and to bring fired co-workers back to the job.

The largely Hispanic work force of seasonal and year-round workers has had to overcome intimidation, threats and firings to win this first-round victory.

Toma-Tek is a high-tech processing plant which has operated nonunion since it opened in 1989. It's owned by Northwest Packing, which operates

Teamster-organized plants in Hollister, Calif. and Vancouver, Wash.

Toma-Tek pays sorters \$6 an hour, the same rate it paid in 1989. At the Teamster-organized Hollister plant, sorters start at \$7.25 and go up to \$9.25 by their second season. The struggle is also about dignity: Toma-Tek provides no sick time, and uses discriminatory rules to segregate men from women and discriminate against Spanish-speaking employees.

The organizing drive is all the more important because it involves cooperation among several Teamster cannery locals, the International Organizing Department, and volunteer organizers from several locals. For example, Local 890 Teamsters from the Hollister plant are calling the Toma-Tek workers to welcome them to the union. Hopefully it will be only the start of new organizing in the food processing industry.

Tennessee Victory

Freuhauf Workers Join Teamster Family

By a vote of 222 to 77, Freuhauf workers in Huntsville, Tenn., voted on Sept. 8 to become Teamster members. In a largely anti-union area in eastern Tennessee, the brave men and women who work at Freuhauf's only nonunion trailer manufacturing plant in the U.S. took a bold step forward for themselves and future generations of workers.

After many attempts to resolve issues of safety and injuries and the high cost of medical insurance, the Freuhauf workers made the choice to seek Teamster representation. The IBT Or-

ganizing Department led the drive.

Freuhauf workers remained solid and determined in the face of an anti-union campaign and intimidation. They now understand that they won a battle, but not the war. They demonstrated by a large three to one yes vote on election day that they are ready for any struggle they may encounter as they enter negotiations for a first contract.

This victory is likely to open the door for further union organizing in Scott County.

Trusteeship a First Step, But TDU Needed for Long Haul

Enrique Mejia
Local 966, Copytone
New York

Local 966, like quite a number of other New York area locals, has a long history of corruption. For many years we suffered under leadership that got

along great with the companies—at our expense. One of our business agents, in fact, worked for many years as a manager. Our local officers were hand picked and union elections were unheard of.

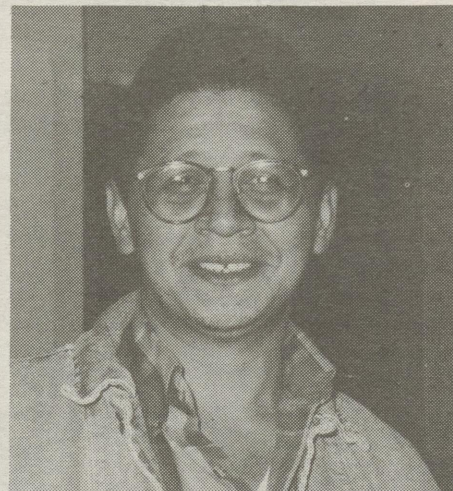
Much has changed over the past

years thanks to a trusteeship by the International union. The old officers are out for good. Members are more active than ever. We are starting to win decent contracts.

But a trusteeship can't solve all our problems. It will last a year or two and then we will be on our own. It will take many years to undo the damage done by years of corruption. We are very concerned that our local never return to the bad old days, but the question is, how do we keep moving forward?

TDU is a big part of the answer. That's why I joined and I feel strongly that members in other locals under trusteeship should do the same. TDU is where you can go to learn your rights, not just on the job, but your rights within our union. TDU is a national movement of Teamsters. One local can't go it alone, we need to reform our union from bottom to top. TDU is Teamsters like ourselves who have fought and won many battles. The experience of TDUs can help us today and down the road.

When I heard about TDU, I thought, "I wish I had known about TDU before, and maybe we could have cleaned up our local even without a



Enrique Mejia, Local 966.

trusteeship."

Brothers and sister, there are still many Teamsters out there who need our help, Teamsters who need TDU. We can reach out to them, but it will take your support. You can help by joining TDU and by distributing the TDU paper in your local. Together we can win.

Reprinted from the New York-New Jersey TDU newspaper, *Working Teamster*.



JOHN AND NANCY YOUNGERMANN, both stewards at UPS in St. Louis Local 688, plan to attend the TDU Convention this October. Nancy's views on James Hoffa Junior were also published in the St. Louis Post Dispatch.

Member Opinion

Hoffa: Past and Present

Nancy Youngermann
Local 688, UPS steward
St. Louis

The name Jimmy Hoffa conjures up power and the strength of the little guy in the hearts and minds of union men and women. On the down side it conjures up memories of the Central States Pension Fund and other scandals.

Now again we hear the name Jimmy Hoffa. But this isn't the Hoffa who grew up in hard times, who organized a strike at Kroger at the age of 18. This is the son who grew up in wealth, went to law school and became an attorney. This Hoffa was not a working Teamster. In 1991 he wasn't even eligible to run, so later Larry Brennan Jr. (son of a man who was indicted with Hoffa Sr.) hired him into the Michigan Joint Council.

Mike Riley, head of Los Angeles JC 42 and a fierce opponent of Ron Carey, claimed in an Aug. 31 *Post Dispatch* article that there has been dissension in the Teamsters ever since Carey was elected. But the dissension comes from men who for years have used the Teamsters as a haven for high paying, easy jobs, with multiple pensions and fringe benefits from questionable ties. Carey's leaders have no tolerance for either laziness or corruption, and neither do we the informed rank and file. Very possibly that's why some Hoffa supporters would like to see the members lose our right to vote.

Reluctantly, the only thing I can see that James Hoffa Junior has in common with his father is that he is a bad judge of character in choosing his friends and allies.

In Hoffa Sr.'s times it may have been necessary to have rich, top paid Teamsters and their underworld cronies on your side to become Teamster presi-

dent. Now that the rank and file have the right to vote, years of fear and intimidation have been struck down.

The idea that you can breed union leaders baffles me. To me, Carey has more of the positive qualities of Hoffa Sr. Carey is utterly fearless in the face of 75 years of underworld muscle.

You may ask what right I have to say these things. Hoffa is a name that brings conflicting emotions to my heart. On the one hand he made Teamsters hold their heads up and be proud of what they did. He made it honorable to be a truck driver. Hoffa Sr. brought up the pay and benefits for many drivers with the National Master Freight Agreement. On the other hand his name brings up the seedy and scary past of the intimidation and violence of the men he had to use to become Teamster president, the same men who it was later rumored brought about his violent end.

I feel I do have the right to say these things. It shows no disrespect to Hoffa Sr. to feel his son does not have the background, qualifications, or qualified running mates to be Teamster president.

I have the right because it is each rank and file member who is really the power in our union. I have been elected as a shop steward. Hoffa Junior has never been elected by any of our members, not even as shop steward.

My heart goes out to the Hoffa family. They have been the victims of the cruel violence and corruption that once plagued the Teamsters union. But electing James Hoffa Junior for Teamster president doesn't vindicate what happened to Hoffa Sr. Each rank and file member keeping informed, getting involved and exercising his or her right to vote are the only actions that can vindicate the past.

TDU Leaders Assess Petition Drive, Plan Convention

The TDU International Steering Committee (ISC) met on Aug. 26-27, just as the petition drive to accredit the Ron Carey Slate was coming to a successful close. On Aug. 31 over 104,000 signatures were delivered to the Election Officer, after just a short three week campaign period.

The committee evaluated the drive and rank and file support for Carey at this early date in the campaign. TDU members were a major part of the drive, providing a national network of volunteers and organization.

The ISC spent a good part of the meeting planning the upcoming TDU Rank & File Convention, which will be Oct. 13-15 in St. Louis. The convention will be the next big milestone in the battle for the future of the Teamsters.

Ongoing issues within our union were discussed. The new strike benefit program of the International of \$55 a week was discussed and is widely supported. TDU leaders also are concerned about development of a plan to provide the funding necessary to establish benefits of \$200 per week.

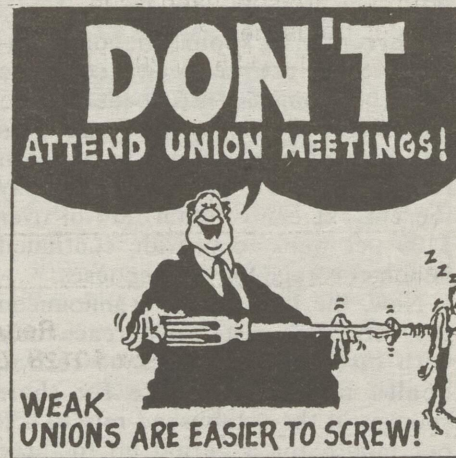
The old guard Hoffa forces are campaigning on a bogus program of paying \$200 per week in strike benefits without any funding for a strike fund. They know this is impossible, but are hoping that the promise of something for nothing will fool enough members. A workable plan needs to be prepared to counter that trick.

The recent attack on women Teamsters from Hoffa's running mates—Larry Brennan, Billy Hogan Jr., and T.C. Stone—was a topic of discussion. They made vicious comments

about women Teamster leaders. Brennan referred to Teamster women as "bull dykes," and Stone advocated forced sterilization of women who receive welfare assistance. TDUs and other concerned Teamsters are writing letters, circulating petitions, and using the attack to address the issue of solidarity and unity among all Teamsters.

As part of the weekend meeting, a workshop on grassroots fundraising was held, which all agreed was extremely valuable. TDU is not backed by the fat cats, and works continually to recruit new members and raise funds from Teamster members to build a strong movement.

The TDU Steering Committee consists of Teamsters (listed on page 2) who were elected at the TDU Convention last year. A new election will be held at the upcoming convention in October.



LETTERS FROM OUR MEMBERS

Let Us Not Forget the Past

After reading Mike Johnston's article in last month's *Convoy Dispatch* (Too Much Power for the Government) I thought I would write this letter to clarify. Before the old guard signed the Consent Agreement there was little or no justice for the hard working members of our union to turn to for relief. The Consent Agreement, along with the Internal Review Board (IRB), has turned into the old guard's worst-case scenario. Since the establishment of the IRB these same officers have been screaming to get the government out of our union. Let me remind Brother Johnston that the IRB handles all accusations from our members in the same manner, regardless of who the officer or member being charged is, including our own General President Ron Carey.

President Carey was also investigated by the IRB and proved beyond a reasonable doubt that the charges were unfounded. Vice President Perrucci, who I supported and still do, will have the same opportunity. We cannot have different standards for any member of this union, friend or foe, if we are to continue with our reform movement.

Being appointed as a trustee of Local 819 in New York, I was given the opportunity to see the system working. Members of Local 819 filed charges against the officers of the local. The IRB investigated and recommended a trusteeship. The same officers, who claimed that they were innocent when the trusteeship was placed, resigned rather than face a panel of their peers and the membership of Local 819. The same officers were given the opportunity to answer these charges before the recommendation for trusteeship was

forwarded to the General President. To say the government is hanging good officers out to dry is not factual.

As far as the Ethical Practices Committee (EPC), prior to being placed in the suitable hands of Vice President Tom Gilmartin, it was floundering. Under Vice President Gilmartin the organization is working for the members as we can see by the EPC reports in the *Teamster* magazine. The IRB being somewhat of a government agency has resources that would not be made available to the EPC, which can charge members with bringing reproach upon the IBT, i.e., organized crime.

I agree with Brother Johnston on removing the government from our union, but not at this time. Although the light at the end of the tunnel is brighter, we still have a long way to go before we can say goodbye to the IRB. With the reform movement of Carey and his Executive Board working hard to remove corruption from our union, both of these agencies are essential to complete the job started by the Consent Agreement.

Colum Flaherty
Local 82
Boston

Retiree's Peace Mission

In early November I plan to drive a truck loaded with medical supplies, food and clothing to Mexico and Central America. I will leave Minneapolis the first week of November and drive to Houston, where I will meet up with similar trucks from around the United States. The trucks will then travel in a convoy on their mission of mercy to Mexico and Central America.

The first stop will be Chiapas, Mexico, where poor farmers are

being driven from their land by wealthy corporations, leaving the farmers both landless and jobless. The drive will then continue into the mountains of Guatemala to help the indigenous people there, then on to Nicaragua to help ease the intense suffering in that country. The last leg of the journey will be over the mountains of southern Nicaragua to Punta Verde, a small town on the east coast of Nicaragua.

This will be my third peace mission to Central America, although my first completely overland.

The trucks themselves will be part of the aid package and will be dropped off along the way. I will be one of the few drivers who will go the entire distance through to Managua and Punta Verde, Nicaragua. The trip will be nearly 6,000 miles of both the intense heat of the lowlands and the freezing cold of the high mountains.

All of the supplies, including the trucks and a school bus, have been donated. The drivers have donated their time and the cost of their own travel. The entire expedition will take about six weeks. Drivers have to buy their own food along the way, and pay for lodging and all other expenses, including transportation costs to get home.

Bill Comiskey
Locals 560 and 638, retired
Minneapolis

Anyone wishing to contribute to help defray Bill's expenses may send contributions to:

Bill Comiskey's Long Journey
P.O. Box 24102, Edina, Minn. 55424

Salary Reform

Over the years TDU has performed a real service by publishing the annual salary report of Teamster officials called the \$100,000 Club. The purpose of this report is to identify Teamster officials who receive multiple and exorbitant salaries.

We need to recognize those Teamster officials who have actually taken salary cuts, to bring them into line. For example, Local 63 secretary-treasurer Randy Cammack cut his own annual salary by \$70,000 a year (approximately 40 percent), from \$160,000 to \$90,000 a year.

Ron Carey showed a good example by cutting his own salary \$75,000 after taking office. Other officers who have taken salary cuts include Don Scott, president of Atlanta Local 728, and Doug Mims, vice president of Local 728.

As our reform movement grows, I hope that *Convoy Dispatch* will be able to publish an ever-growing list of officers who have joined ranks with salary reform. These officers deserve recognition and credit for their efforts to lead the Teamsters union in a direction that benefits all Teamster members.

Bob Baker
Local 63, Yellow Freight
Los Angeles



I'll Be There

Sandy Del Secco
Local 287, retired
San Jose, Calif.

I'm really looking forward to my first TDU Convention. I've been told that I'll see a tremendous spirit of solidarity and good will. But most of all I want to be in St. Louis to help secure a lasting victory for democratic reform in our Teamsters union.

TDU Meets

ARIZONA
Saturday, Oct. 21
1 p.m.
9043 N. 36 Dr.
Phoenix

ATLANTA
Second Saturday of each month.
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

NEW YORK/NEW JERSEY
Winning at Work and
In Our Union Workshop
Saturday, Sept. 30
Call (718) 624-7746 for information.

Chapter Meeting and Shop Floor
Strategies Workshop
Sunday, Nov. 12
Call (718) 624-7746 for information.

SOUTHERN CALIFORNIA
Sunday, Oct. 8
10 a.m.
VFW Hall
101 S. Main St.,
Pomona, Calif.

STOCKTON, CALIF.
Saturday, Oct. 7
10 a.m.
2633 Togninali Lane

MOVING?

Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

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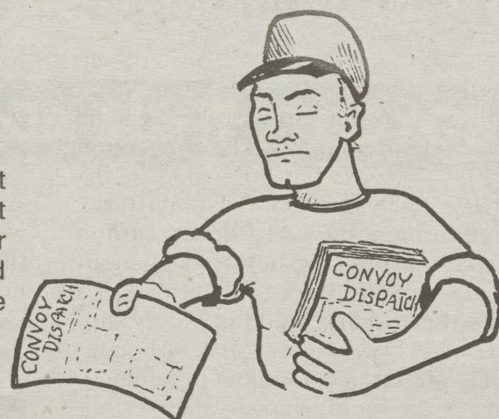
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Detroit News/Free Press Strike

YOU HAVE ENTERED A SOLIDARITY ZONE

Proceed with Dignity



2,500 striking newspaper workers in Detroit need your solidarity. This is a battle between workers' rights and corporate greed.

HOW YOU CAN HELP

Support from Teamsters and other union people around the country is crucial to win this fight. If corporate greed is able to break this strike in Detroit, the birthplace of industrial unionism, we are all in danger.

- ☺ **Write letters of support and send them to the striking unions. Get support resolutions passed by your local.**
- ☺ **Send contributions to the effort.**
- ☺ **If in Michigan, walk the picket lines.**
- ☺ **Inform others of this battle.**

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These national retail chains refuse to pull their advertising from the Detroit News/Free Press. Please join the Teamsters, United Auto Workers and other unions in telling these bad corporate citizens: **NO SCAB PAPERS!**

- ☹ **Dayton-Hudson**
- ☹ **J.C. Penney**
- ☹ **Lord & Taylor**
- ☹ **Montgomery Ward**
- ☹ **Target**

The striking unions of the Metropolitan Council of Newspaper Unions: Detroit Mailers Union, IBT Local 2040; Detroit Typographical Union Local 18/CWA; Graphic Communications International Union, Locals 13-N and 289-M; Newspaper Guild of Detroit, Local 22; Teamsters Local 372

You can contact the MCNU through the Metro Detroit AFL-CIO, 2550 W. Grand Blvd., Detroit, Mich., 48208 (313) 896-2600